

WHAT IS CLAIMED IS:

- 1 1. A method of reducing employee resources through a planned
2 resource reduction, said method comprising:
3 identifying a surplus skill group;
4 creating at least one evaluation template for the
5 identified skill group, wherein each evaluation
6 template includes one or more review factors; and
7 storing the evaluation templates in a data store.
- 1 2. The method as described in claim 1 further comprising:
2 selecting an employee for surplus evaluation;
3 retrieving employee data corresponding to the selected
4 employee, wherein the employee data includes a skill
5 group for the selected employee;
6 locating one of the evaluation skill templates
7 corresponding to the retrieved skill group;
8 evaluating the selected employee using the located
9 evaluation template; and
10 storing the evaluation of the selected employee in a second
11 data store.
- 1 3. The method as described in claim 1 wherein the creating
2 further comprises:
3 retrieving one or more pre-existing evaluation templates;
4 and
5 copying one or more pre-existing review factors from the
6 pre-existing evaluation templates to the evaluation
7 template.

- 1 4. The method as described in claim 3 wherein the retrieving
2 further comprises:
3 receiving a skill group identifier from a user;
4 comparing the skill group identifier to a plurality of
5 stored identifiers, wherein each stored identifier
6 corresponds to a stored evaluation template; and
7 identifying the pre-existing evaluation templates from the
8 plurality of stored evaluation templates based on the
9 comparison.
- 1 5. The method as described in claim 1 further comprising:
2 storing the evaluation templates in a database managed by a
3 database management system.
- 1 6. The method as described in claim 1 further comprising:
2 receiving one or more job levels corresponding to the
3 identified skill group; and
4 creating one of the evaluation templates for each skill
5 group and job level combination.
- 1 7. The method as described in claim 1 further comprising:
2 receiving a skill group identifier from a user;
3 retrieving one of the evaluation templates based on the
4 skill group identifier;
5 modifying at least one of the review factors included in
6 the retrieved evaluation template in response to one
7 or more modification requests; and
8 storing the modified evaluation template in the data store.
- 1 8. An information handling system comprising:

2 one or more processors;
3 a memory accessible by the processors;
4 one or more nonvolatile storage devices accessible by the
5 processors;
6 an employee resource planning tool to plan employee
7 reductions, the employee resource planning tool
8 including:
9 means for identifying a surplus skill group;
10 means for creating at least one evaluation template
11 for the identified skill group, wherein each
12 evaluation template includes one or more review
13 factors; and
14 means for storing the evaluation templates in a data
15 store.

1 9. The information handling system as described in claim 8
2 further comprising:
3 means for selecting an employee for surplus evaluation;
4 means for retrieving employee data corresponding to the
5 selected employee, wherein the employee data includes
6 a skill group for the selected employee;
7 means for locating one of the evaluation skill templates
8 corresponding to the retrieved skill group;
9 means for evaluating the selected employee using the
10 located evaluation template; and
11 means for storing the evaluation of the selected employee
12 in a second data store.

1 10. The information handling system as described in claim 8
2 wherein the creating further comprises:

3 means for retrieving one or more pre-existing evaluation
4 templates; and
5 means for copying one or more pre-existing review factors
6 from the pre-existing evaluation templates to the
7 evaluation template.

1 11. The information handling system as described in claim 10
2 wherein the retrieving further comprises:
3 means for receiving a skill group identifier from a user;
4 means for comparing the skill group identifier to a
5 plurality of stored identifiers, wherein each stored
6 identifier corresponds to a stored evaluation
7 template; and
8 means for identifying the pre-existing evaluation templates
9 from the plurality of stored evaluation templates
10 based on the comparison.

1 12. The information handling system as described in claim 8
2 further comprising:
3 means for receiving one or more job levels corresponding to
4 the identified skill group; and
5 means for creating one of the evaluation templates for each
6 skill group and job level combination.

1 13. The information handling system as described in claim 8
2 further comprising:
3 means for receiving a skill group identifier from a user;
4 means for retrieving one of the evaluation templates based
5 on the skill group identifier;

6 means for modifying at least one of the review factors
7 included in the retrieved evaluation template in
8 response to one or more modification requests; and
9 means for storing the modified evaluation template in the
10 data store.

1 14. A computer program product stored in a computer operable
2 media for reducing employee resources through a planned
3 resource reduction, said computer program product
4 comprising:
5 means for identifying a surplus skill group;
6 means for creating at least one evaluation template for the
7 identified skill group, wherein each evaluation
8 template includes one or more review factors; and
9 means for storing the evaluation templates in a data store.

1 15. The computer program product as described in claim 14
2 further comprising:
3 means for selecting an employee for surplus evaluation;
4 means for retrieving employee data corresponding to the
5 selected employee, wherein the employee data includes
6 a skill group for the selected employee;
7 means for locating one of the evaluation skill templates
8 corresponding to the retrieved skill group;
9 means for evaluating the selected employee using the
10 located evaluation template; and
11 means for storing the evaluation of the selected employee
12 in a second data store.

- 1 16. The computer program product as described in claim 14
2 wherein the creating further comprises:
3 means for retrieving one or more pre-existing evaluation
4 templates; and
5 means for copying one or more pre-existing review factors
6 from the pre-existing evaluation templates to the
7 evaluation template.
- 1 17. The computer program product as described in claim 16
2 wherein the retrieving further comprises:
3 means for receiving a skill group identifier from a user;
4 means for comparing the skill group identifier to a
5 plurality of stored identifiers, wherein each stored
6 identifier corresponds to a stored evaluation
7 template; and
8 means for identifying the pre-existing evaluation templates
9 from the plurality of stored evaluation templates
10 based on the comparison.
- 1 18. The computer program product as described in claim 14
2 further comprising:
3 means for storing the evaluation templates in a database
4 managed by a database management system.
- 1 19. The computer program product as described in claim 14
2 further comprising:
3 means for receiving one or more job levels corresponding to
4 the identified skill group; and
5 means for creating one of the evaluation templates for each
6 skill group and job level combination.

1 20. The computer program product as described in claim 14
2 further comprising:
3 means for receiving a skill group identifier from a user;
4 means for retrieving one of the evaluation templates based
5 on the skill group identifier;
6 means for modifying at least one of the review factors
7 included in the retrieved evaluation template in
8 response to one or more modification requests; and
9 means for storing the modified evaluation template in the
10 data store.
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100